

## 2025 CEI Rating Criteria

<b>Criteria 1. Workforce Protections</b>	<b>5 Points Total</b>
<b>1. Employment Non-Discrimination</b> <ul style="list-style-type: none"> <li>Businesses' employment non-discrimination policy must include the terms "sexual orientation" and "gender identity or expression" (or "gender identity") for all operations</li> </ul>	<b>Full Credit:</b> 5 points
<b>Criteria 2. Inclusive Benefits</b>	<b>50 Points Total</b>
To secure full credit for benefits criteria, each benefit must be available to all benefits-eligible U.S. employees. In areas where more than one health insurance plan is available, at least one inclusive plan must be available.	
<b>2a. Domestic Partner Benefits</b> Businesses must have equivalency in same- and different-sex domestic partner benefits <ul style="list-style-type: none"> <li>Medical Benefits provided for spouses and partners must include:             <ul style="list-style-type: none"> <li>Health/Medical, Dental, Vision, Dependent Coverage and COBRA benefits</li> </ul> </li> <li>Soft Benefits (if offered) can include:             <ul style="list-style-type: none"> <li>FMLA, Bereavement, supplemental life insurance, relocation/travel assistance, employee discounts, employee assistance program, QJSA/QJSA-equivalent benefit, QPSA/QPSA-equivalent benefit, cash balance plans, hardship distribution option, rollover distribution option</li> </ul> </li> </ul>	<b>Full Credit:</b> 10 points  <b>Partial Credit:</b> 5 points (if soft benefits are provided to all spouses but not domestic partners)
<b>2b. Family Formation Benefits</b> Businesses must have equivalency in spousal and domestic partner family formation benefits regardless of sex <ul style="list-style-type: none"> <li>Equivalency must be provided if the following services are available:             <ul style="list-style-type: none"> <li>Adoption Assistance</li> <li>Cryopreservation</li> <li>Infertility treatment coverage (non-in-vitro)</li> <li>Foster care assistance</li> <li>In-vitro fertilization</li> <li>Surrogacy benefits</li> <li>Paid family leave (non-FMLA)</li> </ul> </li> </ul>	<b>Full Credit:</b> 10 points  <b>Partial Credit:</b> 5 points (if lack of parity provided in either between spouses and partners OR between different and same-sex spouses)
<b>2c. Transgender Inclusive Health Benefits</b> Businesses must have equal health coverage for transgender individuals without exclusion for medically necessary care <ul style="list-style-type: none"> <li>Baseline coverage MUST include the following:             <ul style="list-style-type: none"> <li>Mental health benefits</li> <li>Pharmaceutical coverage (e.g. hormone replacement therapies)</li> <li>Coverage for medical visits or laboratory services</li> <li>Coverage for reconstructive surgical procedures related to gender reassignment (including reconstructive chest, breast, and genital procedures)</li> <li>Short-term medical leave</li> </ul> </li> </ul>	<b>Full Credit:</b> 25 points  <b>Partial Credit:</b> 10 points (if broad exclusions for transgender benefits are not removed from all non-inclusive health plans)
<b>2d. LGBTQ+ Benefits Guide</b> Businesses must provide an LGBTQ+ Benefits Guide for its employees	<b>Full Credit:</b> 5 points  <b>No partial credit offering</b>

Criteria 3. Supporting an Inclusive Culture	25 Points Total
<p><b>3a. LGBTQ+ Internal Training and Accountability</b></p> <p>Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including <b>at least four</b> of the following elements:</p> <ul style="list-style-type: none"> <li>• New hire training clearly states that the nondiscrimination policy includes gender identity and sexual orientation and provides definitions or scenarios illustrating the policy for each</li> <li>• Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each</li> <li>• Integration of gender identity and sexual orientation in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency</li> <li>• Senior management/executive performance measures include LGBTQ+ diversity metrics</li> <li>• Integration of intersectionality in professional development, skills-based, or other training (<b>required for credit</b>)</li> </ul>	<p><b>Full Credit:</b> 5 points</p> <p><b>No partial credit offering</b></p>
<p><b>3b. LGBTQ+ Data Collection</b></p> <p>Businesses must implement <b>at least one</b> of the following LGBTQ+ data collection efforts</p> <ul style="list-style-type: none"> <li>• Anonymous employee engagement or climate surveys conducted on an annual or biennial basis allow employees the option to identify as LGBTQ+</li> <li>• Data collection forms that include employee race, ethnicity, gender, military and disability status — typically recorded as part of employee records — include optional questions on sexual orientation and gender identity</li> <li>• Board (or other governing body) member demographic data collection include the option for individuals to report their sexual orientation and gender identity or self-identity as LGBTQ+</li> </ul>	<p><b>Full Credit:</b> 5 points</p> <p><b>No partial credit offering</b></p>
<p><b>3c. Transgender Inclusion Best Practices</b></p> <p>Businesses <b>must have both</b> of the following transgender inclusive best practices</p> <ul style="list-style-type: none"> <li>• <b>REVISED</b> - Gender transition guidelines with supportive restroom, dress code, documentation information and practical guidance on navigating an employee's transition.</li> <li>• Implementation of the at least one (1) of the following policies or practices <ul style="list-style-type: none"> <li>○ Trans-inclusive restroom/facilities policy</li> <li>○ Gender-neutral dress code</li> <li>○ Policies/procedures that allow for optional sharing of gender pronouns</li> </ul> </li> </ul>	<p><b>Full Credit:</b> 5 points</p> <p><b>No partial credit offering</b></p>
<p><b>3d. Employee Group –OR– Diversity Council</b></p> <p>Businesses <b>must have either</b> of the following:</p> <ul style="list-style-type: none"> <li>• LGBTQ+ Employee Resource Group</li> <li>• LGBTQ+ Diversity Council</li> </ul>	<p><b>Full Credit:</b> 10 points</p> <p><b>No partial credit offering</b></p>

Criteria 4. Corporate Social Responsibility	20 Points Total
<p><b>4a. Efforts of Outreach or Engagement to Broader LGBTQ+ Community</b></p> <p>Businesses must demonstrate ongoing LGBTQ+ specific engagement that extends across the firm, this includes <b>at least five</b> of the following:</p> <ul style="list-style-type: none"> <li>• LGBTQ+ employee recruitment efforts with demonstrated reach of LGBTQ+ applicants (required documentation may include a brief summary of the event or an estimation of the number of candidates reached)</li> <li>• Supplier diversity program with demonstrated effort to include certified LGBTQ+ suppliers.</li> <li>• Marketing or advertising to LGBTQ+ consumers (e.g.: advertising with LGBTQ+ content, advertising in LGBTQ+ media or sponsoring LGBTQ+ organizations and events)</li> <li>• Philanthropic support of at least one LGBTQ+ organization or event (e.g.: financial, in kind or pro bono support)</li> <li>• Demonstrated public support for LGBTQ+ equality under the law through local, state, or federal legislation or initiatives</li> <li>• LGBTQ+ inclusive products and services</li> </ul> <p>NOTE: 5 total initiatives are needed from any combination of the 5 options presented above.</p>	<p><b>Full Credit:</b> 15 points</p> <p><b>Partial Credit:</b> 10 points (if a supplier diversity program is in place but does not include LGBTQ+ diversity)</p>
<p><b>4b. LGBTQ+ Corporate Social Responsibility</b></p> <p>Businesses <b>must have both</b> of the following:</p> <ul style="list-style-type: none"> <li>• Inclusive contractor/supplier non-discrimination standards (if non-discrimination standards exist)</li> <li>• Inclusive Philanthropic Giving Guidelines prohibiting donations to non-religious organizations that have a written policy of discrimination against the LGBTQ+ community</li> </ul>	<p><b>Full Credit:</b> 5 points</p> <p><b>No partial credit offering</b></p>

<b>CEI 2025 Maximum Score</b>	<b>100</b>
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Businesses are rated on a scale from 0 to 100, with a certain number of points awarded for meeting each criterion. The HRC Foundation will continue to award partial credit to employers that have satisfied a portion of certain criterion.